



**THE FERTILISERS AND CHEMICALS TRAVANCORE LTD.(FACT)
A schedule 'A' multi-divisional Central PSU**

Recruitment Notification No. : Ad 7/2019

THE FERTILISERS AND CHEMICALS TRAVANCORE LTD., a multi-divisional Central PSE ,and a pioneer in the manufacture of Fertilisers and Chemicals, with activities spread over Manufacturing, Engineering Design and Consultancy, Fabrication etc., invites applications from eligible candidates for appointment against Posts listed below.

Post Code	Name of Post	Type of Recruitment	No of posts					Reservation within the No of posts
			UR	SC	ST	OBC(NCL)	EWS	
01	ASSISTANT GENERAL MANAGER (DESIGN-CIVIL)	All India	1					
02	SENIOR MANAGER (DESIGN-MECHANICAL)-PIPING	All India	1					
03	SENIOR MANAGER (DESIGN-MECHANICAL)-PCE	All India	2					
04	SENIOR MANAGER (DESIGN-ELECTRICAL)	All India	2					
05	SENIOR MANAGER (HUMAN RESOURCES)	All India	2					
06	SENIOR MANAGER (MATERIALS)	All India	2					1 for PWBD (VH)
07	SENIOR MANAGER (LEGAL)	All India	1					
08	ASSISTANT COMPANY SECRETARY	All India	1					
09	MEDICAL OFFICER	All India	1					
10	DEPUTY MANAGER (FINANCE)	All India	2	1				1 for PWBD (HH)
11	ASSISTANT MANAGER (FINANCE)	All India	5	1		2		1 for PWBD (VH)
12	OFFICER (ADMINISTRATION)	All India	3			1		1 for PWBD (VH)
13	OFFICER (SALES)	All India	4	1		2	1	1 for PWBD (VH)
14	OFFICER (HINDI)	All India	1					
15	MANAGEMENT TRAINEE (CHEMICAL)	All India	3	1	2	1		1 for PWBD (HH)
16	MANAGEMENT TRAINEE (MECHANICAL)	All India	5	3	2	2	1	1 for PWBD (HH)
17	MANAGEMENT TRAINEE (ELECTRICAL)	All India		2	1			
18	MANAGEMENT TRAINEE (INSTRUMENTATION)	All India	4	1				1 for PWBD (VH)
19	MANAGEMENT TRAINEE (CIVIL)	All India	3		1			
20	MANAGEMENT TRAINEE (COMPUTER SCIENCE)	All India	1			1		1 for PWBD (OH)



21	MANAGEMENT TRAINEE (FIRE & SAFETY)	All India	1			1	1	
22	MANAGEMENT TRAINEE (MARKETING)	All India		2			1	
23	MANAGEMENT TRAINEE (HUMAN RESOURCES)	All India	3					1 for PWBD (HH)
24	MANAGEMENT TRAINEE (MATERIALS)	All India	6			2		1 for PWBD (HH)
25	TECHNICIAN (PROCESS)	All India	8	7	9		3	
26	TECHNICIAN (MECHANICAL)	All India	9	2		4	1	
27	TECHNICIAN (ELECTRICAL)	All India	10	3		4	2	1 for PWBD (OH)
28	TECHNICIAN (INSTRUMENTATION)	All India	6	1	1	4	1	
29	TECHNICIAN (CIVIL)	All India	3			1		
30	DRAUGHTSMAN	Kerala	3					1 for PWBD (OH), 1 post Chemical, 1 post Electrical and 1 post Civil
31	CRAFTSMAN FITTER CUM MECHANIC	Kerala	11			4	1	1 for ES
32	CRAFTSMAN WELDER	Kerala	3			1		
33	CRAFTSMAN ELECTRICIAN	Kerala				5		
34	CRAFTSMAN INSTRUMENTATION	Kerala				2		
35	RIGGER HELPER	Kerala	6			2		
36	HEAVY EQUIPMENT OPERATOR	Kerala				5		1 for ES
37	ASSISTANT GENERAL	Kerala	3			1		1 for PWBD (OH)
		Karnataka	3			1		
		Telangana	1					1 for ES
		Andhra Pradesh	2					
		Tamilnadu	2					
38	ASSISTANT FINANCE	Kerala	2			2		
		Telangana	1					
39	DEPOT ASSISTANT	Kerala	3			1		
		Karnataka	3			1		
		Andhra Pradesh	3					1 for PWBD (VH)
		Tamilnadu	6	1		2		1 for ES
40	DATA PROCESSING ASSISTANT	Kerala	3			1		
41	STENOGRAPHER	Kerala	7			2	1	1 for ES
42	SANITARY INSPECTOR	Kerala	1					
43	NURSE	Kerala	5			1		1 for ES
44	CANTEEN SUPERVISOR	Kerala	2			2		



UR-Unreserved; SC-Scheduled Caste; ST-Scheduled Tribe; OBC(NCL)- Other Backward Community (Non-Creamy Layer); PWBD- Person with Benchmark Disability (40% and above); HH-Hearing Handicapped; OH – Orthopedically Handicapped; VH – Visually Handicapped : ES – Ex-servicemen: EWS – Economically Weaker Sections.

Posts with codes 01 to 24 are in the Managerial cadre and posts with codes 25 to 44 are in the Non managerial cadre.

Only Indian nationals are eligible to apply.

As per the Government of India directives, persons who are not covered under the scheme of reservation for SCs, STs and OBCs and whose family has gross annual income below Rs 8 lakh are to be identified as EWS for benefit of reservation. Income shall also include income from all sources i.e. salary, agriculture, business, profession, etc. for the financial year prior to the year of application (ie 2018-19). Also persons whose family owns or possesses any of the following assets shall be excluded from being identified as EWS, irrespective of the family income:-

- i. 5 acres of agricultural land and above;
- ii. Residential flat of 1000 sq ft. and above;
- iii. Residential plot of 100 sq. yards and above in notified municipalities;
- iv. Residential, plot of 200 sq. yards and above in areas other than the notified municipalities.

The property held by a "Family" in different locations or different places/cities would be clubbed while applying the land or property holding test to determine EWS status.

The term "Family" for this purpose will include the person who seeks benefit of reservation, his/her parents and siblings below the age of 18 years as also his/her spouse and children below the age of 18 years.

The benefit of reservation under EWS can be availed upon production of an Income and Asset Certificate issued by a Competent Authority, before the last date for submitting application (See 9.11 below).

1.1 **Specifications:**

Minimum essential educational qualifications and experience required for each Post, Age limit are given below

Post Code	Scale of pay and emoluments	Specifications	Upper Age limit as on 1.4.2019
01	Rs. 32900-58000 (E5). The total of Basic + DA+ HRA will be around Rs. 84570/ per month at the current rates	Full time Degree in Civil Engineering with 13 years full time executive experience in design of Industrial and Process structures in an engineering consultancy firm. M Tech in Structural Design desirable.(Executives of other PSUs holding analogous posts or with minimum four years in E4 grade (Rs. 29100-54500 or Rs. 70000-200000) are only eligible. For private sector, the candidate must be employed in regular capacity with CTC Rs.13.50 lakhs per annum).	48 years ie born on or after 1.4.1971. Age relaxable for PWBD by 5 years and for ES, as per rules considering defence service. Maximum age after relaxations shall be 53 years



02	Rs. 29100-54500 (E4). The total of Basic + DA+ HRA will be around Rs. 74930/ per month at the current rates	Full time Degree in Mechanical Engineering with 9 years full time executive experience in Piping design of Process/Oil industries in an engineering consultancy firm. (Executives of other PSUs holding analogous posts or with minimum three years in E3 grade (Rs. 24900-50500 or Rs. 60000-180000) are only eligible. For private sector, the candidate must be employed in regular capacity with CTC Rs. 12 lakhs per annum)	45 years ie born on or after 1.4.1974. Age relaxable for PWBD for 5 years and for ES as per rules considering defence service. Maximum age after relaxations shall be 50 years
03	Rs. 29100-54500 (E4). The total of Basic + DA+ HRA will be around Rs. 74930/ per month at the current rates	Full time Degree in Mechanical Engineering with 9 years full time executive experience in Process Combustion Equipment design in an engineering consultancy firm. (Executives of other PSUs holding analogous posts or with minimum three years in E3 grade (Rs. 24900-50500 or Rs. 60000-180000) are only eligible. For private sector, the candidate must be employed in regular capacity with CTC Rs. 12 lakhs per annum)	45 years ie born on or after 1.4.1974. Age relaxable for PWBD for 5 years and for ES as per rules considering defence service. Maximum age after relaxations shall be 50 years
04	Rs. 29100-54500 (E4). The total of Basic + DA+ HRA will be around Rs. 74930/ per month at the current rates	Full time Degree in Electrical Engineering with 9 years full time executive experience in Electrical design of Process/Oil industries in an engineering consultancy firm. (Executives of other PSUs holding analogous posts or with minimum three years in E3 grade (Rs. 24900-50500 or Rs. 60000-180000) are only eligible. For private sector, the candidate must be employed in regular capacity with CTC Rs. 12 lakhs per annum)	45 years ie born on or after 1.4.1974. Age relaxable for PWBD for 5 years and for ES as per rules considering defence service. Maximum age after relaxations shall be 50 years
05	Rs. 29100-54500 (E4). The total of Basic + DA+ HRA will be around Rs. 74930/ per month at the current rates	Full time two year Post Graduate Degree in HR or Personnel Management or Industrial Relations or Labour Welfare or Social Work (specialisation in Personnel/HR Management) or Business Administration (specialisation in Personnel/HR Management) or Full time two year Post Graduate Diploma in HR or Personnel Management or Industrial Relations or Labour Welfare or Social Work (specialisation in Personnel/HR Management) or Business Administration (specialisation in Personnel/HR Management) with 9 years full time executive experience in Personnel/HR/Welfare/IR functions in a major manufacturing unit/PSU. Degree in Law will be preferred additional qualification. (Executives of other PSUs holding analogous posts or with minimum three years in E3 grade (Rs. 24900-50500 or Rs. 60000-180000) are only eligible. For private sector, the candidate must be employed in regular capacity with CTC Rs. 12 lakhs per annum)	45 years ie born on or after 1.4.1974. Age relaxable for PWBD for 5 years and for ES as per rules considering defence service. Maximum age after relaxations shall be 50 years



06	Rs. 29100-54500 (E4). The total of Basic + DA+ HRA will be around Rs.74930/ per month at the current rates	Full time Degree in Engineering or Full time two year Post Graduate degree in any discipline or Full time two year Post Graduate Diploma in Management with 9 years executive experience in Materials functions. Executives of other PSUs holding analogous posts or with minimum three years in E3 grade (Rs. 24900-50500 or Rs. 60000-180000) are eligible. For private sector, the candidate must be employed in regular capacity with CTC Rs. 12 lakhs per annum)	45 years ie born on or after 1.4.1974. Age relaxable for PWBD for 5 years and for ES as per rules considering defence service. Maximum age after relaxations shall be 50 years
07	Rs. 29100-54500 (E4). The total of Basic + DA+ HRA will be around Rs. 74930/ per month at the current rates	Full time Degree in Law and 9 years experience in (1) practice of law especially with regard to conducting writ petitions,civil,arbitration and labour cases or/and (2) Post qualification experience in executive positions in law department of a reputed Company/Government Department. Knowledge of Malayalam is essential.	45 years ie born on or after 1.4.1974. Age relaxable for PWBD for 5 years and for ES as per rules considering defence service. Maximum age after relaxations shall be 50 years
08	Rs. 29100-54500 (E4). The total of Basic + DA+ HRA will be around Rs.74930/ per month at the current rates	Graduate with Associate Membership in Institute of Company Secretaries of India (ACS) with 9 years post qualification experience. Preferred additional qualifications - Degree in Law/ Post Graduate Degree in Business Management or Post Graduate Diploma in Business Management.	45 years ie born on or after 1.4.1974. Age relaxable for PWBD for 5 years and for ES as per rules considering defence service. Maximum age after relaxations shall be 50 years
09	Rs. 20600-46500 (E2). The total of Basic + DA+ HRA will be around Rs. 53230/ per month at the current rates	(i) MBBS with registration under the Indian Medical Council/State Medical Council and (ii) Certificate of Training in Industrial Health of minimum 3 months duration recognised by the State Government or Diploma in Industrial Health or equivalent and (iii) 1 year post qualification experience in Industrial Establishments/Hospitals. In the absence of suitable candidates with the qualification at (ii) above, candidates without the same will also be considered, provided he/she undertakes to acquire the qualification when so nominated for the course. Possession of 3 years Post Graduate Degree in Medicine /2 or 3 years Post Graduate Diploma in Medicine, recognised by the Indian Medical Council/State Medical Council will be considered as experience to the extent of duration of the course	35 years ie born on or after 1.4.1981. Age relaxable for PWBD for 5 years and for ES as per rules considering defence service. Maximum age after relaxations shall be 50 years
10	Rs. 24900-50500 (E3). The total of Basic + DA+ HRA will be around Rs. 64340/ per month at the current rates	Pass in final examination of : (i) Chartered Accountant (CA) from the Institute of Chartered Accountants of India or (ii) Cost and Management Accountant (CMA)/ (ICWAI) from the Institute of Cost and Management Accountants of India with 4 years post qualification experience	38 years ie born on or after 1.4.1981. Age relaxable by 5 years for SC, 10 years for PWBD and for ES based on defence service, as per rules
11	Rs. 20600-46500 (E2). The total of Basic + DA+ HRA will be around Rs. 53230/ per month at the current rates	Pass in final examination of : (i) Chartered Accountant (CA) from the Institute of Chartered Accountants of India or (ii) Cost and Management Accountant (CMA)/ (ICWAI) from the Institute of Cost and Management Accountants of India	35 years ie born on or after 1.4.1981. Age relaxable by 5 years for SC and 3 years for OBC(NCL), 10 years for PWBD and for ES based on defence service, as per rules



12	Rs. 12600-32500 (E0). The total of Basic + DA+ HRA will be around Rs. 32550/ per month at the current rates	Full Time two year Post Graduate degree in any discipline or Full Time two year Post Graduate Diploma in Management, with 60% marks#	35 years ie born on or after 1.4.1984. Age relaxable by 3 years for OBC(NCL), 10 years for PWBD and for ES based on defence service, as per rules
13	Rs. 12600-32500 (E0). The total of Basic + DA+ HRA will be around Rs. 32550/ per month at the current rates	Full time BSc Agriculture degree with 60% marks#. Candidates shall have working knowledge (speak,read,write) of at least one of the languages viz. Malayalam, Tamil, Telugu, Kannada, in addition to English.	26 years ie born on or after 1.4.1993. Age relaxable by 5 years for SC candidates, 3 years for OBC(NCL), 10 years for PWBD.
14	Rs. 12600-32500 (E0). The total of Basic + DA+ HRA will be around Rs. 32550/ per month at the current rates	Full time two years Post Graduate Degree in Hindi with English as one of the subjects at Graduate level, with 60% marks#. Post Graduate Degree in Management or Post Graduate Diploma in Management will be a preferred additional qualification	35 years ie born on or after 1.4.1984. Age relaxable by 10 years for PWBD and for ES based on defence service, as per rules
15	Consolidated pay of Rs. 30,000 per month for one year. Posting as AM(Designate) in second year on Consolidated pay of Rs. 35,000 per month. After two years training, will be absorbed in Scale of pay of Rs. 20600-46500 (E2) as Assistant Manager at the minimum of Scale. The total of Basic + DA+ HRA will be around Rs. 53230/ per month at the current rates	Full time Bachelors Degree in Engineering with 60% marks# (in Chemical Engineering or Petrochemical Engineering or Chemical Technology or Petrochemical Technology or Petroleum Refining & Petrochemical Engineering or Polymer Technology)	26 years ie born on or after 1.4.1993. Relaxable by 2 years for post graduates (Full time Regular post-graduate degree) in the respective discipline in Engineering/Technology. Further relaxable by 5 years for SC/ST candidates, 3 years for OBC(NCL) and 10 years for PWBD
16		Full time Bachelors Degree in Engineering with 60% marks# (in Mechanical or Production Engineering or Manufacturing Engineering or Manufacturing Science & Engineering.	26 years ie born on or after 1.4.1993. Relaxable by 2 years for post graduates (Full time Regular post-graduate degree) in the respective discipline in Engineering/Technology. Further relaxable by 5 years for SC/ST candidates, 3 years for OBC(NCL) and 10 years for PWBD
17		Full time Bachelors Degree in Engineering with 60% marks# (in Electrical or Electrical & Electronics or Electrical & Instrumentation)	26 years ie born on or after 1.4.1993. Relaxable by 2 years for post graduates (Full time Regular post-graduate degree) in the respective discipline in Engineering/Technology. Further relaxable by 5 years for SC/ST candidates and 10 years for PWBD
18		Full time Bachelors Degree in Engineering with 60% marks # (in Instrumentation or Instrumentation & Control or Electronics & Instrumentation or Electrical & Instrumentation)	26 years ie born on or after 1.4.1993. Relaxable by 2 years for post graduates (Full time Regular post-graduate degree) in the respective discipline in Engineering/Technology. Further relaxable by 5 years for SC candidates and 10 years for PWBD
19		Full time Bachelors Degree in Civil Engineering with 60% marks#	26 years ie born on or after 1.4.1993. Relaxable by 2 years for post graduates (Full time Regular post-graduate degree) in the respective discipline in Engineering/Technology. Further relaxable by 5 years for ST candidates and 10 years for PWBD



20		Full Bachelors Degree in Engineering with 60% marks# (in Computer Science or Computer Science and Engineering or Information Technology)	26 years ie born on or after 1.4.1993. Relaxable by 2 years for post graduates (Full time Regular post-graduate degree) in the respective discipline in Engineering/Technology. Further relaxable by 3 years for OBC(NCL) and 10 years for PWBD
21		Full time Bachelors Degree in Fire and Safety Engineering with 60% marks #	26 years ie born on or after 1.4.1993. Relaxable by 2 years for post graduates (Full time Regular post-graduate degree) in the respective discipline in Engineering/Technology. Further relaxable by 3 years for OBC(NCL).
22		Full time BSc Agriculture degree with 60% marks# and full time 2 years Post Graduate Degree in Management or full time 2 years Post Graduate Diploma in Management (with 60% marks#). Candidates shall have working knowledge (speak,read,write) of at least one of the languages viz. Malayalam, Tamil, Telugu, Kannada, in addition to English.	28 years ie born on or after 1.4.1991. Relaxable by 2 years for post graduates (Full time Regular post-graduate degree) in Agriculture.Relaxable by 5 years for SC candidates and 10 years for PWBD
23		Full time 2 years Post Graduate Degree in HR or Personnel Management or Industrial Relations or Labour Welfare or Social Work (specialisation in Personnel/HR Management) or Business Administration (specialisation in Personnel/HR Management) or Full time two years Post Graduate Diploma in HR or Personnel Management or Industrial Relations or Labour Welfare or Social Work (specialisation in Personnel/HR Management) or Business Administration (specialisation in Personnel/HR Management), with 60% marks#	26 years ie born on or after 1.4.1993. Relaxable by 10 years for PWBD
24		Full time Degree in Engineering or Full time two years Post Graduate in any discipline (including Business Management) or full time two years Post Graduate Diploma in Management, with 60% marks#	26 years ie born on or after 1.4.1993. Relaxable by 3 years for OBC(NCL) and 10 years for PWBD
25	Rs. 9250-32000. Consolidated pay for 2 years. Consolidated pay per month for those with two years experience will be Rs. 22000/- during the 1st year and increase of 3% annually. Candidates with one to two years experience, if appointed, will be paid a consolidated pay of Rs.20,000/- per month during 1st year and increase of 3% annually. Candidates with less than one year experience/no experience, if appointed, will be paid consolidated pay of Rs.18,000/- per month during 1st year and increase of 3% annually.	Degree in Chemistry/Industrial Chemistry or Diploma in Chemical Engineering/Chemical Technology (including Petrochemical Technology) and 2 years post qualification experience in the operation of a large Fertiliser /Chemical/Petrochemical Plant. In the absence of sufficient suitable candidates with the prescribed experience of 2 years, candidates with the prescribed qualifications and one to two years experience will be considered. SC/ST candidates without experience will also be considered in the absence of candidates with experience as above. In such case, they will posted as Technician cum trainee on applicable consolidated pay.	35 years. Candidate should be born on or after 1.4.1984. Relaxable by 5 years for SC/ST candidates and for ES based on defence service, as per rules. For candidates who have successfully completed Apprenticeship in the discipline in FACT, age is further relaxable to the extent of period of apprenticeship. As the work involves shift working, only male candidates are eligible.



26	<p>Diploma in Mechanical Engineering and 2 years post qualification experience in Mechanical Maintenance/ Construction in a large Fertiliser /Chemical/Petrochemical Plant or large Thermal power plant operation/maintenance. In the absence of sufficient suitable candidates with the prescribed experience of 2 years, candidates with the prescribed qualifications and one to two years will be considered. SC candidates without experience will also be considered in the absence of candidates with experience as above. In such case, they will be posted as Technician cum trainee on applicable consolidated pay.</p>	<p>35 years. Candidate should be born on or after 1.4.1984. Relaxable by 5 years for SC candidates, 3 years for OBC(NCL), 10 years for PWBD and for ES based on defence service, as per rules. For candidates who have successfully completed Apprenticeship in the discipline in FACT, age is further relaxable to the extent of period of apprenticeship. As the work involves shift working, only male candidates are eligible.</p>
27	<p>Diploma in Electrical Engineering and 2 years post qualification experience in Electrical Maintenance/ Construction in large Fertiliser /Chemical/Petrochemical Plant or large Thermal power plant operation/maintenance. In the absence of sufficient suitable candidates with the prescribed experience of 2 years, candidates with the prescribed qualifications and one to two years experience will be considered. SC candidates without experience will also be considered in the absence of candidates with experience as above. In such case, they will be posted as Technician cum trainee on applicable consolidated pay.</p>	<p>35 years. Candidate should be born on or after 1.4.1984. Relaxable by 5 years for SC candidates, 3 years for OBC(NCL), 10 years for PWBD and for ES based on defence service, as per rules. For candidates who have successfully completed Apprenticeship in the discipline in FACT, age is further relaxable to the extent of period of apprenticeship. As the work involves shift working, only male candidates are eligible.</p>
28	<p>Diploma in - Instrumentation Engineering or Electronics Engineering and 2 years post qualification experience in Instrumentation field in a large Fertiliser /Chemical/Petrochemical Plant. In the absence of sufficient suitable candidates with the prescribed experience of 2 years, candidates with the prescribed qualifications and one to two years experience will be considered. SC/ST candidates without experience will also be considered in the absence of candidates with experience as above. In such case, they will be posted as Technician cum trainee on applicable consolidated pay.</p>	<p>35 years. Candidate should be born on or after 1.4.1984. Relaxable by 5 years for SC/ST candidates, 3 years for OBC(NCL), 10 years for PWBD and for ES based on defence service, as per rules. For candidates who have successfully completed Apprenticeship in the discipline in FACT, age is further relaxable to the extent of period of apprenticeship. As the work involves shift working, only male candidates are eligible.</p>
29	<p>Diploma in Civil Engineering and 2 years post qualification experience in construction/maintenance department in a large Fertiliser /Chemical/Petrochemical Plant. In the absence of sufficient suitable candidates with the prescribed experience of 2 years, candidates with the prescribed qualifications and one to two years experience will be considered.</p>	<p>35 years. Candidate should be born on or after 1.4.1984. Relaxable by 3 years for OBC(NCL), 10 years for PWBD and for ES based on defence service, as per rules. For candidates who have successfully completed Apprenticeship in the discipline in FACT, age is further relaxable to the extent of period of apprenticeship.</p>



30	Rs. 9250-25700 Consolidated pay for 2 years. Consolidated pay per month will be Rs. 22000/- during the 1st year and increase of 3% annually.	Diploma in relevant engineering discipline and 2 years post qualification experience in drawing and estimating of materials and equipment. Proficiency in CAD is an essential requirement	35 years. Candidate should be born on or after 1.4.1984. Relaxable by 10 years for PWBD and for ES based on defence service, as per rules. For candidates who have successfully completed Apprenticeship in the discipline in FACT, age is further relaxable to the extent of period of apprenticeship.
31	Rs. 8650-27300. Consolidated pay for 2 years. Consolidated pay per month for those with 2 years experience will be Rs. 20,000/- during the 1st year and increase of 3% annually. Candidates with one to two years experience, if appointed, will be paid a consolidated pay of Rs.18,000/- per month during 1st year and increase of 3% annually.	Std X pass with National Trade Certificate in the trade of Fitter/Mechanic with 2 years experience in the trade in a large Fertiliser /Chemical/Petrochemical Plant. In the absence of sufficient suitable candidates with the prescribed experience of 2 years, candidates with the prescribed qualifications and one to two years experience/ without experience will be considered.	35 years. Candidate should be born on or after 1.4.1984. Relaxable by 3 years for OBC(NCL), 10 years for PWBD and for ES based on defence service, as per rules. For candidates who have successfully completed Apprenticeship in the trade in FACT, age is further relaxable to the extent of period of apprenticeship. As the work involves shift working, only male candidates are eligible.
32		Std X pass with National Trade Certificate in the trade of Welder with 2 years experience as welder in a large Fertiliser /Chemical/Petrochemical Plant. In the absence of sufficient suitable candidates with the prescribed experience of 2 years, candidates with the prescribed qualifications and one to two years experience will be considered. SC/ST candidates without experience will also be considered in the absence of candidates with experience as above. In such case, they will be posted as Craftsman cum trainee on applicable consolidated pay.	35 years. Candidate should be born on or after 1.4.1984. Relaxable by 3 years for OBC(NCL), 10 years for PWBD and for ES based on defence service, as per rules. For candidates who have successfully completed Apprenticeship in the trade in FACT, age is further relaxable to the extent of period of apprenticeship. As the work involves shift working, only male candidates are eligible.
33		Std X pass with National Trade Certificate in the trade of Electrician with wiremans licence and 2 years experience as Electrician in a large Fertiliser /Chemical/Petrochemical Plant. In the absence of sufficient suitable candidates with the prescribed experience of 2 years, candidates with the prescribed qualifications and one to two years experience will be considered.	38 years (OBC-NCL only). Candidate should be born on or after 1.4.1981., Relaxable by 10 years for PWBD and for ES based on defence service, as per rules. For candidates who have successfully completed Apprenticeship in the trade in FACT, age is further relaxable to the extent of period of apprenticeship. As the work involves shift working, only male candidates are eligible.



34		Std X pass with National Trade Certificate in the trade of Instrumentation/Electronics with 2 years experience as Craftsman Instrumentation in a large Fertiliser /Chemical/Petrochemical Plant. In the absence of sufficient suitable candidates with the prescribed experience of 2 years, candidates with the prescribed qualifications and one to two years experience will be considered.	38 years (OBC-NCL only). Candidate should be born on or after 1.4.1981., Relaxable by 10 years for PWBD and for ES based on defence service, as per rules. For candidates who have successfully completed Apprenticeship in the trade in FACT, age is further relaxable to the extent of period of apprenticeship. As the work involves shift working, only male candidates are eligible.
35	Rs. 7500-18000. Consolidated pay for 2 years.Consolidated pay per month will be Rs. 18,000/- during the 1st year and increase of 3% annually.	Std X pass with 5 years experience in Materials handling, Rigging jobs and other works related to plant/equipment/maintenance. Should possess good physique and physical stamina.	35 years. Candidate should be born on or after 1.4.1984. Relaxable by 3 years for OBC(NCL), 10 years for PWBD and for ES based on defence service, as per rules. As the work involves shift working, only male candidates are eligible.
36	Rs. 8650-27300. Consolidated pay for 2 years.Consolidated pay per month will be Rs. 20,000/- during the 1st year and increase of 3% annually.	Std X pass with Heavy Vehicle Driving Licence and Badge with 5 years experience in operation and maintenance of Heavy equipments such as P&H Cranes, Coles Cranes etc	38 years. Candidate should be born on or after 1.4.1981. Relaxable by 10 years for PWBD and for ES based on defence service, as per rules. As the work involves shift working, only male candidates are eligible.
37	Rs. 8650-23300. Consolidated pay for 2 years.Consolidated pay per month will be Rs. 20,000/- during the 1st year and increase of 3% annually.	Graduate in Arts,Science, Commerce or Management with minimum 50% marks, and knowledge in Office Automation Systems/Computer knowledge especially word processing and spreadsheet like MS Word and MS Excel.	35 years. Candidate should be born on or after 1.4.1984. Relaxable by 3 years for OBC(NCL), 10 years for PWBD and for ES based on defence service, as per rules.
38		Graduate in Commerce with minimum 50% marks# and knowledge in Office Automation Systems/Computer knowledge especially word processing and spreadsheet like MS Word and MS Excel.	35 years. Candidate should be born on or after 1.4.1984. Relaxable by 3 years for OBC(NCL), 10 years for PWBD and for ES based on defence service, as per rules.
39		Graduate in Arts, Science or Commerce or Management with minimum 50% marks#. Knowledge of local language essential.	35 years. Candidate should be born on or after 1.4.1984. Relaxable by 5 years for SC candidates, 3 years for OBC(NCL), 10 years for PWBD and for ES based on defence service, as per rules.
40		Graduate in Computer Science or Computer Applications or Graduate in Science with Maths,Statistics as one subject with Post Graduate Diploma in Computer Course of minimum one year duration or Graduate in Commerce with Post Graduate Diploma in Computer Course of minimum one year duration	35 years. Candidate should be born on or after 1.4.1984. Relaxable by 3 years for OBC(NCL), 10 years for PWBD and for ES based on defence service, as per rules. As the work involves shift working, only male candidates are eligible.



41		Graduate with Typewriting Higher (English) KGTE or equivalent qualification and Shorthand Lower (English) OR Diploma in Commerical Practice. Proficiency in operation of Computer and Word processor is essential	35 years. Candidate should be born on or after 1.4.1984. Relaxable by 3 years for OBC(NCL), 10 years for PWBD and for ES based on defence service, as per rules.
42	Rs. 8650-23300. Consolidated pay for 2 years.Consolidated pay per month will be Rs. 20,000/- during the 1st year and increase of 3% annually.	Std X pass and Diploma in Sanitary Inspector Course and 5 years experience in sanitary adminstration	35 years. Candidate should be born on or after 1.4.1984. Relaxable by 10 years for PWBD and for ES based on defence service, as per rules.
43		STD X pass and Diploma in Nursing with State registration . Minimum 3 years experience in emergency/casualty department/ICC Unit of a reputed hospital/Occupational Health Centres and should be capable of operating electro medical equipments	35 years. Candidate should be born on or after 1.4.1984. Relaxable by 3 years for OBC(NCL), 10 years for PWBD and for ES based on defence service, as per rules. Only Male candidates will be considered against 2 posts which involves shift working and the remaining posts are open to all
44		Std X pass with Diploma/Certificate in catering of minimum one year duration and 5 years experience in a Canteen/hotel administration	35 years. Candidate should be born on or after 1.4.1984. Relaxable by 3 years for OBC(NCL), 10 years for PWBD and for ES based on defence service, as per rules. As the work involves shift working, only male candidates are eligible.

A candidate shall apply only for any one of the posts notified as above. If applied for more than one post, all applications will be rejected.

1.2 Educational Qualifications

- 1.2.1 Only full time regular courses will be considered for the qualifying degrees specified under the qualifications column in Table above. Candidates having 5 years BE/B Tech + ME/M Tech integrated dual degree in engineering in the relevant discipline shall also be considered, wherever applicable.
- 1.2.2 Qualifications must be from UGC recognized Indian University / UGC recognized Indian Deemed University or AICTE or Government approved courses from Autonomous Indian Institutions/concerned statutory council/Government approved Institutes.
- 1.2.3 Wherever the essential educational qualification has a mention of dual specialization, one of the specialisations necessarily needs to be function specific for the post notified.

1.3 Percentage of Marks

- 1.3.1 The minimum percentage of marks in educational qualification in respect of reserved posts for SC,ST and PWBD candidates is 50% where minimum 60% marks is specified . The minimum percentage of marks in educational qualification in respect of reserved posts under post codes 37 and 39 for SC, ST and PWBD candidates is 40% where minimum 50% marks is specified.



1.3.2 Wherever CGPA/OGPA or letter grade in a Degree is awarded, equivalent percentage of marks should be indicated in the application as per norms adopted by University/Institutes (norms to be produced when called for).

1.3.3 Candidates awaiting results of qualifying examination for posts may also apply, if they have secured the required qualifying percentage in aggregate up to the last semester/yearly examination at the time of applying. However, they should produce the mark list of all the semesters / years of the course, with the required qualifying percentage, at the time of Interview/Skill test, failing which their candidature will not be considered, even if they clear the online test.

1.4 Experience

1.4.1 Only post qualification experience will be considered.

1.4.2 For non-managerial posts listed with post codes 25 to 44, the period of apprenticeship training, if any in the relevant discipline/trade will be treated as experience to the extent of apprenticeship training period, on furnishing Certificate of Proficiency (COP)/ National Apprenticeship Certificate (NAC) along with application. The candidates who successfully completed apprenticeship training and qualified for COP/ NAC as on the last date of receipt of applications under this notification will also be considered on production, along with the application, a certificate from the Training School/Centre/Establishment where he had undergone training, subject to the condition that the COP/NAC or equivalent certificate is produced at the time of joining, if selected.

1.4.3 Experience on contract basis / experience in a firm which had undertaken contract works in the specified industries shall not be considered.

1.5 Employees of the Company who have the required qualifications/experience may apply, as per Company's internal notification.

2.0 AGE LIMIT & RELAXATION IN UPPER AGE LIMIT:

Age is relaxable by 10 years for PWBD candidates except for the post listed as Post Code 21 – Management Trainee (Fire & Safety) and Post Code 25- Technician (Process), which is not identified for PWBD. (Age is relaxable by 10 years for PWBD- General and PWBD-EWS for applying for identified posts. Age is relaxable for 15 years for PWBD-SC/ST and 13 years for PWBD- OBC (NCL) applying for identified posts reserved for SC/ST or OBC (NCL). ES will be eligible for age relaxation as per rules in this regard. For candidates who have successfully completed apprenticeship in FACT, age is further relaxable to the extent of the period of apprenticeship, for posts in Non managerial cadres listed under post codes 25 to 34.

3.0 **Application fee:** (Non refundable) Rs. 1,000/- (excluding bank charges) for managerial posts listed under Post Codes 01 to 24 and Rs. 500/- (excluding bank charges) for Non managerial posts listed under Post Codes 25 to 44. SC/ST/PWBD/ES candidates are exempted from application fee subject to furnishing documents in proof of eligibility for exemption along with the application.

4.0 Method of Selection:

Selection to posts listed as post Code 01 to 09 will be made based on Interview at Udyogamandal, Kochi. For other posts, the selection will be based on online test and skill test/ interview. On the basis of details given in the application, eligible candidates will be called for an online test (Computer based test) on **date that will be notified in our website**. The test is proposed to be held at Hyderabad, Chennai and Kochi for managerial posts with Post Codes 10 to 24. For non managerial posts with post codes 25 to 44, the test is proposed to be held at Kochi only. The Company reserves the right to cancel any of the centres if sufficient number of candidates is not available in that centre and in that event candidates will be directed to take the examination at any of the other centres.



The decision of the Management about the mode of selection, number of posts, eligibility criteria, shortlisting of candidates etc. shall be final and binding. No correspondence will be entertained in this regard.

4.1 **For Managerial Posts listed under Post Codes 10 to 24**

The online test will consist of 2 parts. Part I–Management Aptitude consisting of Aptitude, General English and General Knowledge and Part II–Technical Aptitude / subject knowledge in the respective discipline. The questions will be multiple-choice, objective type and prepared in English and Hindi. Negative marks will be applicable for wrong answers. Based on the test score, candidates not less than five times the number of vacancies in each post will be called for personal interview at Udyogamandal, Kochi, in the order of merit.

4.2 **For Non Managerial Posts listed under Post Codes 25 to 44**

The on line test will consist of 2 parts. Part I- Aptitude & Reasoning, and Part II- Subject knowledge. The questions will be multiple-choice, objective type and prepared in English and Hindi. Negative marks will be applicable for wrong answers. For posts with post codes 30 to 34 and 41, candidates shortlisted in the online test will be called for skill test at Udyogamandal, Kochi. For Post codes 35 and 36, the selection will be based on a practical test and if required, written test will be conducted for shortlisting.

5.0 **EMOLUMENTS**

5.1 Candidates selected for Post codes 01 to 14 will be on probation for a period of six months in the applicable grade with Basic +DA and other allowances. Appointment to posts codes 15 to 44 will be initially on consolidated pay for two years, besides other statutory benefits. After completion of two years, they will be absorbed in the applicable Grade with Basic + DA. On extension of applicable grade, in addition to Basic+DA, they will be eligible for other perks like medical reimbursement/Medical insurance coverage, accommodation in township or HRA, local travel allowance for those maintaining vehicles / transport subsidy, subsidized meals, Uniform, Accident Insurance coverage etc.as per rules in force and as amended from time to time. All are eligible for Provident Fund as per statutory rules. ES candidates selected will be appointed directly in the scale of pay on probation for a period of six months.

5.2 For posts listed as codes 01 to 08, protection of basic pay to the extent of Basic pay + DA for candidates currently working on permanent rolls in Public Sector firms, institutes under the Government, Government departments etc. will be considered.

6.0 **PLACEMENT / ASSIGNMENTS:**

The candidates appointed are liable to serve anywhere in India or abroad as per the Company's requirement. They may be posted at any of the installations/ projects/ offices, etc. of FACT Limited or any of the subsidiaries/ Joint Ventures of FACT Limited or deputed to any Department of Government of India/ other PSUs/Business partners, etc. as per requirement of the Company. The selected candidates may be assigned jobs/functions/assignments as per the business requirements of the company including shift operations.

7.0 **SERVICE AGREEMENT BOND**

Selected candidates for posts listed under Post Codes from 11 to 44 (except post code 35 & 36) will have to execute a bond to serve the Company for a minimum period of 5 years or to pay compensation to the Company at the amounts as mentioned below. Candidates will have to furnish a surety bond for equivalent amount, to be executed by solvent parents/guardian/reliable surety acceptable to the Company. The bond shall be backed by Fixed Deposit Receipt from nationalized/scheduled bank or NSC for the corresponding amount in the name of the candidate or surety, valid till end of the bond period,



with lien marked to FACT. In the event an employee under bond obligation to serve the Company for 5 years would like to leave services, liquidated damages as per the above amount shall be recovered.

Bond amount for a period of 5 years from joining		
Post Codes	All except SC/ST Candidates	SC/ST Candidates
11 to 24	Rs. 1,50,000	Rs. 75,000
24 TO 44 (Except 35 & 36)	Rs. 40,000	Rs. 20,000

8.0 **HEALTH/MEDICAL FITNESS:**

Every candidate offered appointment in the Company shall be required to obtain medical fitness certificate before being allowed to join the services of the Company. The opinion of the Medical Officer authorized by the Company in this regard shall be final.

9.0 **How to apply**

- 9.1 Applications to be submitted online through the website of The Fertilisers and Chemicals Travancore Ltd., Udyogamandal- www.fact.co.in only will be considered. **The online application will be open from 6/5/2019 to 20/5/2019.**
- 9.2 Candidates may visit the web site, read the notification and instructions given therein, and open the link for filling the Online Application. Detailed instructions given in the link for submitting online applications shall be followed. All required details should be entered and the required documents should be uploaded. Details of Helpline available for telephonic support if required in the online process will also be provided there.
- 9.3 Application fee shall be remitted through electronic fund transfer, as instructed in the link. Any charges for effecting online payment shall be borne by the candidate. Candidates should retain copy of the e-receipt as they can be asked to produce it for reference.
- 9.4 SC/ST/OBC(NCL)/PWBD/EWS candidates should upload scanned copy of their caste/community/disability certificate/Income and Asset Certificate as the case may be, in English, Hindi or Malayalam, at the appropriate place prompted by the system. In case the certificates are not in English, Hindi or Malayalam, a self-certified translation of the same shall also be scanned and uploaded. OBC (NCL) candidates shall upload a scanned copy of self-declaration in English in the format attached in this website, in addition to the caste/community certificate evidencing OBC(NCL) status. ES availing relaxation shall upload copy of service book.
- 9.5 OBC candidates who belong to “CREAMY LAYER” are not entitled for concessions and such candidates have to indicate their category as “Unreserved”.
- 9.6 Once the Category has been declared in the application, relaxation/concession applicable for any other category will not be admissible later on.
- 9.7 All candidates should upload their photograph and signature at the appropriate place when prompted by the system. The online application will not be registered unless the candidate’s photo and signature are uploaded as per instructions. Documents in proof of Age (School leaving certificate/Birth certificate), Qualification (Degree/Diploma/ITI/Std X pass certificate) are to be uploaded at the appropriate place prompted by the system. The online application will not be registered unless the candidate’s age, qualifications, experience proof are uploaded.



- 9.8 Once all the details are entered, documents uploaded, and fees (if applicable paid, the candidate gets the prompt that application has been submitted successfully, he/she will be permitted to take print-out of the submitted application. Email /SMS will be sent to the applicants regarding the status of the application.
- 9.9 Candidates should keep at least 6 copies of the photograph used for the online application, till the end of the selection process. Candidates shall use the same photograph wherever required in this selection process.
- 9.10 For all future correspondence, candidates shall quote his/her application number generated by the system during online application process.
- 9.11 Candidates may ascertain their eligibility before applying and remitting the application fee. Fee once remitted will not be refunded.
- 9.11** Last date for submitting application is **20/5/2019**.
- 9.12 Candidates are advised to complete their registration process well before the last date to avoid last minute rush or because of any inadvertent possibility of inability/failure/technical snag while logging in to the website of FACT www.fact.co.in on account of heavy load on the internet or website jam during last days. FACT shall not accept any responsibility for the candidates for not being able to submit their application within the last day on account of aforesaid reasons or any other reasons.
- 10.0 **OTHER TERMS & CONDITIONS AND GENERAL INSTRUCTIONS:**
- 10.1 Candidates should possess a valid e-mail ID. Candidates are advised to keep the e-mail ID (to be entered compulsorily in the online application form) active for at least one year. No change in the e-mail ID given in the online application will be allowed once application is submitted online. All future correspondence with candidates shall be done through the email ID given in the online application only. Responsibility of receiving, downloading and printing of notifications, information/ communication etc. will be of the candidate. The Company will not be responsible for any loss of e-mail sent, due to invalid / wrong e-mail ID provided by the candidate or for delay/non-receipt of information if a candidate fails to access his mail or Company website in time.
- 10.2 Once online application is submitted, requests for change of address/ e-mail ID/ category/ discipline / post/examination centre etc. will not be entertained.
- 10.3 Relaxations / Reservations are applicable as per Government Directives. In the case of candidates under the reserved category shortlisted after Online test/Interview, valid Caste / Community/Disability/ex-service/Income and Assets certificate as per the respective formats prescribed by the Government shall be submitted to the Company in original before joining, failing which candidature is liable to be rejected. Please note that the Caste / Community / Income and Assets certificate shall be issued by competent authority not below the rank of Tahsildar. The OBC (NCL) Certificate in the prescribed format to be furnished before joining shall be not more than 6 months old on the date of joining.
- 10.4 PWBD candidates may be considered for posts not reserved for PWBD, provided the posts are identified for PWBD, and they fulfil the standards prescribed for Unreserved candidates. Age relaxation of 10 years shall be applicable in such cases. No relaxation in marks of qualifying degree shall be applicable.
- 10.5 SC/ST/OBC(NCL)/EWS candidates may apply for posts not reserved for them, against unreserved posts, provided they fulfil the standards prescribed for unreserved candidates. No relaxation in age or marks in qualifying degrees shall be applicable.
- 10.6 Candidates presently employed in Central/State Govt. / PSUs / Autonomous bodies must produce No Objection Certificate (NOC) at the time of Interview from their present employer. Candidates may take the requisite approvals from the employer, before submitting application, so as to ensure that NOC can be



produced at the time of Interview/Skill test or when called for. In case the candidate fails to produce the NOC from his/her employer, his/her candidature will be cancelled.

- 10.7 Candidates currently employed shall furnish release letter from the present employer before being allowed to join.
- 10.8 Number of posts mentioned above may increase or decrease depending upon the requirement of the Company. The Company reserves the right to fill or not to fill all or any of the above positions , to cancel/restrict/enlarge/modify the recruitment process if need so arises, without assigning any reason whatsoever. The Company reserves the right to create and operate a panel of suitable candidates for filling up of future vacancies.
- 10.9 Eligibility for calling for test/interview will be based on the details furnished in the on-line application and declarations/documents uploaded by the applicant. The candidates are required to submit originals of the certificates related to qualification, age, caste/ community/PWBD/Income & Asset Certificates etc. at the time of Interview/Skill test or when called for. The documents submitted with the application will be verified against original certificates produced at the time of the interview or when called for. Those who do not meet the requirements as to age, qualification, eligibility etc. on verification of the original certificates, will not be considered for selection and no TA, if applicable will be paid to them.
- 10.10 Outstation SC/ST/PWBD candidates called for interview/Skill test, who meet the eligibility criteria on verification of the original documents/ certificates, will be paid (through their bank account), 2nd class to and fro railway fare in the shortest route as per rules, on production of documentary proof of expense. Outstation candidates called for interview for managerial posts listed under post codes 01 to 08, who meet the eligibility criteria on verification of the original documents/certificates, will be paid (through their bank account), 2nd class AC 2 tier to and fro railway fare in the shortest route as per rules, on production of documentary proof of expense. The TA payable will be limited for the journey between the correspondence address as declared by the candidates in their application form and the venue of interview.
- 10.11 Candidature of an applicant is liable to be rejected at any stage of recruitment process or after joining, if any information provided by the candidate is false or is not found to be in conformity with eligibility criteria mentioned in the notification. Appearing for Online test, Interview, and Medical Test will not confer any right on the applicant for selection. The Company reserves the right to debar/disqualify any candidate at any stage of selection proceedings for any reason whatsoever.
- 10.12 Candidates who had resigned/taken voluntary retirement/terminated from FACT shall not be eligible to apply except ex-employees of FACT Schools who left under VRS during 2004 and are covered under the scheme for employment announced for ex-school staff.
- 10.13 Any canvassing directly or indirectly by the applicant will disqualify his/her candidature.
- 10.14 All appointments are subject to verification of antecedents. Appointment shall be valid only if candidate is cleared after antecedent's verification.
- 10.15 Any dispute with regard to recruitment against this advertisement will be settled in Courts within the jurisdiction of Kochi only.
- 11.0 **Hall Tickets and id proof**
- 11.1 Hall Tickets will be generated online and eligible candidates shall download their Hall Tickets from our website as per instructions, **between dates that will be notified in our website.** Candidates shall carry the Hall Ticket (with photograph and signature) and one of the following valid photo identification card **in original** viz. Electoral ID, Passport, Aadhar card, Driving license, while reporting for the Online test. Candidates reporting without the downloaded hall ticket and identity proof as specified above shall not be allowed to take the test.



- 11.2 While reporting for the Interview/Skill test, valid photo identification card in original (Electoral id, Passport, Aadhar card, Driving licence) shall be produced and a self-attested copy shall be submitted.
- 12.0 Any further notifications including any corrigenda regarding this recruitment will be published in our website **www.fact.co.in** only and will not be published in newspapers. Candidates are required to check our website and candidate's email/SMS regularly to obtain updates on this selection process like any amendments, notifications, instructions to candidates, dates for downloading of hall tickets, date of online test, Interview, and any other notifications regarding this recruitment.

30/4/2019

DEPUTY GENERAL MANAGER (HR)